SEATTLE AQUARIUM

Ensuring a better future for the Salish Sea

2025 Regenerative plan update

In accordance with our mission of *Inspiring Conservation of Our Marine Environment*, the Seattle Aquarium strives to be a sustainability leader. As part of that goal, we seek to operate in ways that give back more to the environment than we take from it. A key milestone on our journey was the successful development of our regenerative plan, approved by the board in 2021 and implemented beginning in 2022, which acts as a roadmap for further work through 2030. This document provides an update on the plan's progress and a look toward the Aquarium's ever-evolving future of sustainability.

Evaluating our progress through 2025

The middle of the plan's implementation period is an exciting time, one when meaningful progress continues to be made while much work remains. The early years of our work included several audits, reviews and other similar research. These necessary foundational steps prepared us for continued progress toward our goals by providing an accurate baseline to measure ourselves against. Many of the successful strategies we have employed required months or even years of research and preparation. The midst of implementation is also a valuable time for applying lessons learned and optimizing our methods.

It is important to note that we have expanded our campus in recent years with the off-site Animal Care Center opening in 2022 and the Ocean Pavilion opening in 2024. A larger campus naturally means using more resources, and we have already taken several steps toward mitigating that consumption bump and moving toward our regenerative goals by operating efficiently and increasing our reliance on clean renewable energy. Crucially, a larger campus allows us to welcome more guests than ever in our history and expand the reach of our conservation message and work.

GOAL 1

Climate Positive Scope 1, 2, and select scope 3 Greenhouse Gas (GHG) emissions

Our goal is to reduce our greenhouse gas emissions as much as possible and then purchase high-quality, verified offsets. All this with the vision that we will give back to the environment more than we take from it. As of 2024, our annual net emittance before offsets was 695 metric tons of carbon dioxide equivalent (MtCO2e). For context, this is roughly equivalent to 4% of the carbon footprint of Climate Pledge Arena (from October 2022–September 2023) and about the annual net emittance of 93 standard U.S. homes.

"OUR SUCCESS IS A TESTAMENT TO HAVING A STRATEGIC PLAN. WE CONTINUE TO SEE MEASURABLE PROGRESS IN ALL OUR GOALS THANKS TO ACCOUNTABILITY. PUT SIMPLY, THIS AQUARIUM WALKS THE TALK."

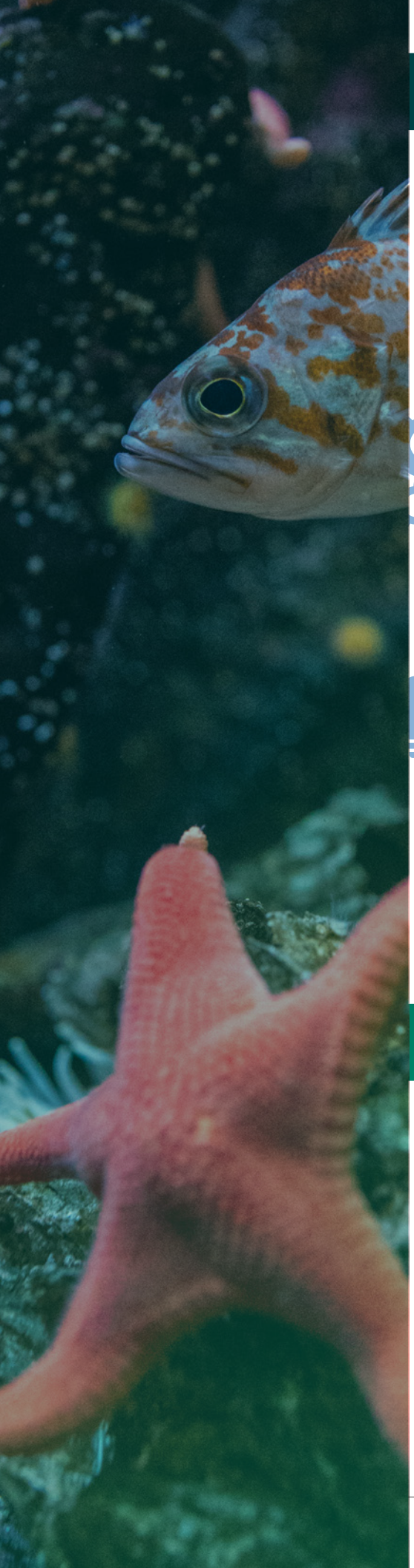
— REGENERATIVE MANAGER AND LIFE SUPPORT TECHNICIAN II TRAVIS SNYDER

Progress

- Operating the Ocean Pavilion without fossil fuels.
- Operating the majority of the Animal Care Center without using fossil fuels.
- Dramatically reduced our natural gas consumption by:
    - ▹ Decommissioning the Pacific Coral Reef habitat on Pier 59, which utilized natural gas.
    - ▹ Converting our café kitchen to completely electric appliances.
- Signed a power purchase agreement with Seattle City Light that goes into effect in early 2026 and adds new solar energy capacity to the regional grid.
- Added two electric vehicles to our inventory.

Future strategies

- Recapturing heat from life support and mechanical systems in Piers 59 and 60.
- Replacing outdated variable flow drives on main seawater pumps and adding automation to increase efficiency and reduce pump speeds based on tides, habitat demands and other factors.



GOAL 2

Reduce freshwater consumption by 25% from 2018 levels by 2030

As of Q1 2025, we are up 16% from the 2018 baseline. It is important to note that during this same timeframe, our campus grew by about 50%.

Progress

- Installed low-flow restroom fixtures across our campus.
- Using seawater to clean habitats when possible. (We expect to expand this work in the future.)
- Completion of water-use audit by life support engineering firm TJP.

Future strategies

- Audit of fixtures in Market Square, an employee working space where we are a long-term tenant.
- Revisiting habitat water-flow rate needs to conserve water when possible while supporting animal wellbeing.
- Adding freshwater metering and control on a habitat-level basis.
- Implementing appropriate recommendations from the audit conducted by TJP.

GOAL 3

Reduce seawater consumption by 25% from 2019 levels by 2030

This goal has been amended and is now based on 2019 data, which we found to be more complete than our 2018 data. This change allows us to more accurately track our reductions in seawater usage.

As of October 2025, we have nearly met this goal and facilitated a 24% reduction in seawater usage (the overwhelming majority of which is concentrated in the piers). By reducing our seawater consumption, we also reduce our energy usage during the

pumping process, improve the longevity of our pumping infrastructure and lighten the load on our life support system.

Progress

- Completion of water-use audit by life support engineering firm TJP.
- Circulation improvements in six habitats resulting in an approximately 24% reduction in seawater usage across Piers 59 and 60.
    - ▹ About half of that reduction was due to the testing and implementation of a water recirculation pump in Window on Washington Waters.

Future strategies

- Continuing to implement appropriate recommendations from the audit conducted by TJP.
- Adding seawater metering and control on a habitat-level basis.
- Adjusting flow and water needs based on water quality to conserve water when possible while supporting animal wellbeing.
- Clearing space for additional pumps, filters and other equipment that would support a reduction in seawater consumption.

"I SEE STAFF REGULARLY THINKING ABOUT OUR REGENERATIVE GOALS IN THEIR WORK—FROM SOURCING FOOD FOR ANIMALS, TO USING PUBLIC TRANSPORTATION, TO URGING OUR ELECTED OFFICIALS TO SUPPORT CLEAN ENERGY. THOSE DAILY ACTIONS ADD UP TO MEANINGFUL PROGRESS."

— REGENERATIVE STEERING COMMITTEE CO-CHAIR NORA NICKUM

GOAL 4

Become a zero-waste (90%) operating facility by 2030

We define zero-waste as a facility with a 90% diversion rate, which reflects the percentage of materials diverted away from landfills.

The timeline of this goal has been extended to 2030 to match our other regenerative goals and give adequate time to budget for the technology necessary to meet a 90% diversion rate, a need revealed by our waste audit. As of 2024, we had a 79% diversion rate.

Progress

- Conducted waste audits from guest-facing and back-of-house bins in 2023 and 2024 to assess success of landfill diversion efforts.
- Implemented and increased staff access to recycling of non-typical items, including gloves, batteries, light bulbs, Styrofoam, plastic film and defunct technology.
- Launched an annual spring cleaning with staff to determine whether stored items can be reused, donated, recycled or discarded.
- Improved clarity in guest-facing waste disposal signage with plans for further optimization.

Future strategies

- Addressing contamination in all waste streams.
- Determining space for and investing in a waste sorter.
- Improving waste stream education for staff and visitors.
- Improving ease of recycling and composting in back-of-house areas.

GOAL 5

80% of purchased goods meet a sustainable procurement policy by 2030

We created a policy regarding sustainable procurement in 2023 and have since begun its implementation. This policy is a living document, and we continue to look for ways to improve our procurement methods. Our third-party partners, Event Network and OVG, have been greatly supportive of these efforts.

Progress

- Shifted many materials from print to digital.
- Collaborated with Event Network to implement more sustainable practices for our gift shops, like minimizing single-use plastics included in the Ocean Pavilion Gift Shop's inventory with the goal of not selling any single-use plastics in that shop.

Future strategies

- Choosing sustainable manufacturers.
- Influencing vendors to improve operations in alignment with our sustainability goals.
- Continue collaborating with our third-party partners (OVG and Event Network) to identify and implement additional sustainable procurement practices.

GOAL 6

Staff achieve a 90% score on Sustainability Engagement Survey (SES) by 2030

As of 2025, staff reported a 68% SES score (up from 61% in 2020), and 71% of staff participated in the survey. The surveys indicated a strong familiarity with concepts of sustainability and self-reported sustainable behaviors.

Progress

- Encouraging and educating staff and contractors on sustainability strategies.
- Consistent (biannual) staff surveys.
- Creating interdepartmental work groups to drive progress on our regenerative goals.

Future strategies

- Internal and external communication, including the formation of a new Staff Engagement project team this year.
- Adequately and transparently budgeting for sustainability.
- Communicating our sustainability story to the public.

"THE AQUARIUM IS A COMPLEX OPERATION. WE ARE NOT A RESTAURANT, OFFICE BUILDING OR HOSPITAL. BUT WE OPERATE AND MUST HOLD OURSELVES TO THE STANDARDS OF EACH OF THESE AND MORE. IF WE CAN STRIVE FOR A REGENERATIVE FUTURE, ANYONE CAN."

— REGENERATIVE STEERING COMMITTEE CO-CHAIR JESSE PHILLIPS-KRESS

GOAL 7

The Seattle Aquarium becomes a regional leader in sustainability impact

In recent years, we have continued working on campus and outside of our walls toward this goal, including through policy advocacy and investments in renewable energy.

Progress

- Awarded LEED Gold certification for the Ocean Pavilion.
- Awarded the 2025 World Association of Zoos and Aquariums Environmental Sustainability Award.
- Signed a power purchase agreement with Seattle City Light that goes into effect in early 2026 and adds new solar energy capacity to the regional grid.
- Produced accompanying storytelling to support the public's awareness of these milestones.
- Working with partners in Washington state to pass legislation such as the Recycling Reform Act in 2025 (to modernize and transform our recycling system and reduce waste through a producer responsibility program for packaging and printed products) and House Bill 1085 in 2023 (making tangible reductions in sources of unnecessary plastic waste like single-use water bottles and mini hotel toiletries).

Future strategies

- Pursuing Zero Carbon Certification from Living Future.

Future

With a strong plan and data-driven strategies, we are well positioned to continue making progress toward our regenerative goals. Our sustainability work is ongoing and will continue well beyond 2030. Today's regenerative goals are tomorrow's working models. At the Seattle Aquarium, "sustainability" and "regenerative" are not just buzzwords but words to live by, as we begin work on a new strategic plan in 2026.